

E-Recruiting and Marketing State Employment

E-Recruiting is an enterprise solution

- The E-Recruiting application has been customized to meet Washington State's unique needs, including certification requirements to help employers comply with collective bargaining agreements and civil service rules.
- E-Recruiting will provide data for GMAP reporting and both agency and statewide HR Management Reports (time to fill and candidate quality).
- While agencies will determine how and when they start using E-Recruiting, it will be important from an enterprise standpoint for agencies to begin using the system for all recruitments as quickly as possible.

Marketing the state as a competitive employer

- As an employer, the state is competing in a global market for the best and brightest workers. To hire the right person in the right job, we first must be able to compete as an employer of choice.
- Instead of competing with each other for the best talent, we need to be working together to bring the best and brightest into state government. To retain the best and allow them to grow to their full potential, we also need to encourage and support opportunities for employees to grow and advance, which can often mean movement across agencies. We all benefit when we work together to build a competitive and inspired workforce.
- In order to help the state compete as an employer, the Department of Personnel (DOP) is creating a central portal, **careers.wa.gov**, that will market state employment and provide job seekers one central point to access state jobs.
- DOP has also formed an interagency marketing team to leverage the power of the state as a whole, not just individual agencies, to attract the best people to state government.
- Our marketing efforts will use **careers.wa.gov** as a recognizable gateway to the job opportunities listed in E-Recruiting.